

Job Commitment Among Nurses Working In Government Hospitals In Chennai City

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Abstract- Job commitment of the nurses determines to a great extent the success of any healthcare sector. Nurses play an important role in determining the cost and performance of any healthcare sector. This paper makes an attempt to identify the type of commitment and their relationship with the demographic profile. A total of 450 nurses were taken for the study. Only those who are working in government hospitals were considered as respondents. Further one way ANOVA and multiple regression tools were used to analyse the data. The results reveal that affective commitment and continuous commitment on the part of the nurses is important for the effective functioning of the organization

Key words-Health care, Nurses, Commitment

I. INTRODUCTION

On average the overall goal of an organization is to be successful by maximizing profit and satisfying stakeholders' achieve this goal every department and individual has to fulfill its own tasks and thereby has to cooperate with other member of organization. In organization behavior and industrial and organization psychology organization commitment is an individual's psychological attachment to the organization. Organizational commitment is defined as "the relative strength of an individual's identification with and involvement in a particular organization". Others described as employee's belief in the goals of the organization and determination to remain a part of the organization.

Job commitment is the feeling of responsibility that a person has towards the mission and goal of an organization. When an individual has job commitment he or she is more likely to perform tasks and responsibility that will help an organization achieve a goal. Cohen (2003) states that "commitment is a force that binds an individual to a course of action of relevance to one or more targets". This general description of commitment relates to the definition of organizational commitment by Arnold (2005, p 625) namely that it is "the relative strength of an individual's identification with and involvement in an organization. Miller (2003, p 73) also states that organizational commitment is "a state in which an employee identifies with a particular organization and its goals, and wishes to maintain membership in the organization". Organizational commitment is therefore, the degree in which an employee is willing to maintain membership due to interest and association with the organization's goals and values Three distinct types of Job Commitment are taken for the study:

- Affective Commitment
- Normative Commitment
- Continuance Commitment

Affective commitment relates to how much employees want to stay at their organization. If an employee is effectively committed to the organization, it means that they want to stay at their organization. They typically identify with the organization goals, feel that they fit into the organization and are satisfied with their work.

Continuance commitment relates to how much employee feels the need to stay at their organization. In employee that are continuance committed the underlying reason for their commitment lies in their need to stay within the organization. Possible reasons for needing to stay with organization vary, but the reason relates to lack of work alternatives and remuneration.

Normative commitment builds upon duties and values, and the degree to which an employee stays in an organization out of a sense of obligation. There are times in small companies, when payments are delayed, and the employees have to suffer pay cuts or deferred pay, but they stay on, because they do not want to leave an employer during bad times. Normative commitment comes from a sense of moral duty and the value system of an individual.

Increasingly, healthcare employees are being asked to do more with less. Nowadays, in hospitals Nurses, are the largest group of professionals and that carry out the overall hospital activities, play an important role in determining the quality and cost of healthcare in their organizations' performance. A Nurse has some of, if not the closest and most frequent contact with patients during their hospital stays. It should come as no surprise then, that when nurses

are highly engaged, it's reflected in the patients' experiences.. In a study it was found that the engagement level of nurses was the number one predictor of patient mortality rates. Studies also reflect that nurses' commitment and emotional involvement is what enables them to function as the "key quality control checkpoint" that prevents patient deaths. Committed nurses provide asset value of stable, dedicated workforce; lower employee recruiting, training and development costs; retention of nurses with knowledge, skills, and abilities that are critical to organizational success; improved organizational image within the community; in addition, a committed workforce influences customer loyalty.

II. RESEARCH FRAMEWORK

The major purpose of this study is to identify the type of Job commitment and to analysis the degree of relationship among the job commitment variables with respect to the demographic profile.

III. RESEARCH METHODOLOGY

Descriptive research methodology is used for the study. The respondent of the study constitute female nurses working in government hospitals in Chennai city in the state of Tamil Nadu. The data was collected from 450 nurses through a structured designed questionnaire. The sampling design used is simple random sampling.

IV. ANALYSIS AND INTERPRETATION

Table 1.1 Test of variance for various demographic variables nad job commitment

| Job Commitment | | Age | Marital Status | Gender | Educational Qualification | Design |
|-----------------------|-------------------|------|----------------|--------|---------------------------|--------|
| Affective Commitment | F-Value | .927 | .768 | 1.207 | .522 | .881 |
| | Significant Value | .52 | .68 | .27 | .90 | .56 |
| Normative Commitment | F-Value | .392 | .869 | .914 | .501 | .604 |
| | Significant Value | .96 | .57 | .53 | .91 | .83 |
| Continuous Commitment | F-value | .774 | 1.469 | 1.044 | 1.335 | .991 |
| | Significant Value | .68 | .12 | .40 | .18 | .45 |

The above table(1.1)represents the variance present among the dependent and independent factors. Significant variance does not exist as all the values are greater than000.

Table1.2 Multiple regression analysis between age and job commitment

| No. | Variable | Co-efficient | Standarad Error | T-Value | Significant |
|-----|-----------------------|--------------|-----------------|---------|-------------|
| 1 | Constant | | .566 | 5.078 | .000 |
| 2 | Affective commitment | .098 | .030 | 1.708 | .088 |
| 3 | Normative commitment | -.040 | .026 | -.700 | .484 |
| 4 | Continuous commitment | .015 | .030 | .306 | .760 |
| 5 | R | .084 | | | |
| 6 | R2 | .007 | | | |
| 7 | F | 1.045 | | | |

The R2 value is 0.007which means that the independent variable explaints7% of variability of dependent variable age. The affective commitment, normative and continuous commitment is not statistically significant as its p value is greater than usually significant level of 0.05. So it can be conclude that there is a non zero correlation that means changes in the independent variable (affective, continuous, normative commitment) are associated with the changes in the response at the population level. However it is not statistically significant. The beta value indicates the relative influence of the variable. The affective commitment and continuous commitment has greater influence on the age and the direction of influence of the variable is also positive.

Table1.3 Multiple Regression Analysis Between Gender And Job Commitment

| No. | Variables | Coefficient | Std error | T- value | significant |
|-----|-----------------------|-------------|-----------|----------|-------------|
| 1 | Constant | | .176 | 7.945 | .000 |
| 2 | Affective commitment | -.012 | .009 | .208 | .835 |
| 3 | Normative commitment | -.042 | .008 | .732 | .464 |
| 4 | Continuous commitment | .015 | .009 | .324 | .746 |
| 5 | R value | .051 | | | |
| 6 | R2 value | .003 | | | |
| 7 | F value | .383 | | | |

The R2 value is 0.003 which means that the independent variable explains 3% of variability of dependent variable gender. The affective commitment, normative and continuous commitment is not statistically significant as its p value is greater than usually significant level of 0.05. So it can be concluded that there is a non zero correlation that means changes in the independent variable (affective, continuous, normative commitment) are associated with the changes in the response at the population level. However it is not statistically significant. The beta value indicates the relative influence of the variable. The affective commitment and normative commitment has less influence on the gender and the direction of influence of the variable is negative.

Table 1.4 Multiple regression analysis between marital status and job commitment

| No. | Variables | Coefficients | Std error | T-value | significant |
|-----|-----------------------|--------------|-----------|---------|-------------|
| 1 | Constant | | .494 | 5.231 | .000 |
| 2 | Affective commitment | .067 | .026 | 1.163 | .246 |
| 3 | Normative commitment | -.118 | .022 | -2.045 | .041 |
| 4 | Continuous commitment | .021 | .026 | .446 | .656 |
| 5 | R value | .097 | | | |
| 6 | R2 value | .009 | | | |
| 7 | F value | 1.419 | | | |

The R2 value is 0.009 which means that the independent variable explains 9% of variability of dependent variable marital status. The affective commitment, normative and continuous commitment is not statistically significant because its p value is greater than usually significant level of 0.05. So it can be concluded that there is a non zero correlation that means changes in the independent variable (affective, continuous, normative commitment) are associated with the changes in the response at the population level. However it is not statistically significant. The beta value indicates the relative influence of the variable. The affective commitment and continuous commitment has greater influence on the age and the direction of influence of the variable is also positive.

V. RECOMMENDATIONS AND CONCLUSION

Nursing is a kind of occupation whose fundamental task is compassionate and fostering of humanoid with their experiences of health and illness. This study helps to identify the different types of job commitment with respect to the nurses in health care sector. With the increment of committed nurses to their organization, their roles will expand and as a result work environment will also change; the quality of nursing application in the hospital will increase and patient care will be enhanced. The finding suggests that affective commitment and continuous commitment on the part of the nurses is important for the effective functioning of the organization. The hospital management should

take necessary measures for the optimal provision of intrinsic and extrinsic job rewards to make their core workforce satisfied and committed.

VI. REFERENCES

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